

ORDINANCE NO. 2277

1 AN ORDINANCE Relating to the Charter-required Pay
2 Plan and Personnel Policy Ordinance 422; Estab-
3 lishing the King County Standardized Salary Sched-
4 ule and the 1975 Salary Allocation List for Ap-
5 pointed Classifications, for Career Service Class-
6 ifications, and for Public Safety Civil Service
7 Classifications; and, Providing for Incentive Merit
8 Pay Increases, and Repealing Ordinance No. 2179.

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. Ordinance No. 2179 is hereby repealed.

11 SECTION 2. Pursuant to Ordinance No. 422, Section 8, the
12 attached County Standardized Salary Schedule, entitled, "Schedule
13 of Pay Ranges in Annual, Monthly and Semi-Monthly Amounts" is here-
14 by approved and adopted.

15 SECTION 3. In construing the provisions of this Ordinance
16 except where otherwise plainly declared or clearly apparent from
17 the context, words used herein shall be given their common and or-
18 dinary meaning. In addition, the following definitions shall
19 apply:

20 (1) PAY PLAN - A systematic schedule of numbered pay
21 ranges with minimum, maximum and intermediate steps for each pay
22 range, a schedule of assignment of each classification to a num-
23 bered pay range, and rules for administration.

24 (2) INCENTIVE (MERIT) INCREASE - An increase to an em-
25 ployee's base salary within the assigned pay ranges, based on
26 demonstrated performance.

27 (3) POSITION - A group of current duties and responsibil-
28 ities assigned by competent authority requiring the full-time or
29 part-time employment of one person.

30 (4) CLASSIFICATION PLAN - The arrangement of positions
31 into classes, together with specifications describing each class.

32 (5) CLASSIFICATION - A position or group of positions,
33 established by authority, being sufficiently similar in respect
to the duties, responsibilities and authority thereof, that the
same descriptive title may be used to designate each position al-
located to the class.

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1 (6) NEW CLASSIFICATION - A new classification is required
2 because factors of an existing classification cannot be applied to
3 a position or group of positions.

4 (7) RECLASSIFICATION - A change in the classification of a
5 position to a higher, lower, or equivalent class on the basis of
6 significant changes in the kind, difficulty and responsibility of
7 duties assigned by competent authority.

8 (8) SALARY OR PAY RATE - An individual dollar amount which
9 is one of the steps in a pay range paid to an employee based on
10 the classification of the position occupied.

11 (9) PAY RANGE - One or more pay rates representing the
12 minimum, maximum and intermediate steps assigned to a classifica-
13 tion.

14 (10) PAY RANGE ADJUSTMENT - The adjustment of the numbered
15 pay range of a class to another numbered pay range in the schedule
16 based on a class concept change, competitive pay data, or other
17 significant factors.

18 SECTION 4. The salary allocation list for elected and ap-
19 pointed classes set forth below is hereby approved and adopted.

20 0XXX CLERICAL, ADMINISTRATIVE, AND FISCAL

21 00XX GENERAL CLERICAL	PAY RANGE NUMBER
22 0021 Office Manager - County Executive	40
23 0025 Confidential Secretary I	35
24 0026 Confidential Secretary II	37
25 01XX DATA PROCESSING	
26 0145 Systems Services Manager	73
27 02XX STORES, PURCHASING AND PROPERTY MANAGEMENT	
28 0255 Property Manager	69
29 03XX ACCOUNTING, FISCAL CONTROL AND FINANCE	
30 0337 Comptroller	75
31 0356 Federal/State Relations Manager	67
32 0357 Budget Manager	75
33 0358 Long Range Planning Manager	71

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1	0359 Director of Budget and Program Planning	81
2	0491 Chief Deputy Assessor	68
3	05XX ELECTIONS, DOCUMENTS AND LEGAL	
4	0525 Records and Elections Manager	70
5	0547 Director-Office of Public Defense	69
6	0555 Director of Judicial Administration	69
7	06XX GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
8	0629 Personnel Manager	74
9	0636 General Services Manager	69
10	0637 Stadium Director	81
11	0638 Stadium Sales and Promotions Manager	63
12	0639 Stadium Administration and Finance Manager	63
13	0641 County Fair Manager	57
14	0645 Building Manager	68
15	0647 Stadium Operations Manager	63
16	0649 Safety Manager	61
17	0650 Administrative Assistant-Architecture	47
18	0651 Architecture and Design Manager	71
19	0652 Deputy-Chief Medical Examiner	89
20	0653 Chief Medical Examiner	92
21	0655 Building Regulations Manager	72
22	0659 Land Use Planning Manager	74
23	0660 Administrative Assistant-Land Use Manage-	
		ment 47
24	0662 Airport Manager	69
25	0663 County Road Engineer	77
26	0665 Public Works Director	81
27	0666 Hydraulics Division Manager	69
28	0667 Solid Waste Division Manager	69
29	0675 Parks and Recreation Manager	76
30	0677 Director of Community Development	81
31	0678 Arts Commission Director	46
32	0679 Executive Secretary-Boundary Review Board	54
33	0681 Administrative Assistant I-County Execu-	
		tive 54

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1	0682 Administrative Assistant II-County	
	Executive	64
2	0683 Administrative Assistant III-County	
	Executive	69
3	0684 Administrative Assistant IV-County	
	Executive	70
4	0687 Deputy County Executive	81
5	0693 Deputy County Administrative Officer	67
6	0695 County Administrative Officer	81
7	1XXX SOCIAL, HEALTH AND RELATED SERVICES	
8	10XX SOCIAL SERVICES	
9	1018 Youth Affairs Manager	64
10	1055 Involuntary Treatment Manager	65
11	1127 Human Services Division Manager	69
12	1151 Emergency Medical Services Manager	59
13	1450 Rehabilitative Services Director	81
14	3XXX PUBLIC SAFETY AND RELATED SERVICES	
15	30XX LAW ENFORCEMENT	
16	3041 Chief-Bureau-Police Operations	**
17	3043 Chief-Bureau-Staff Services	**
18	3049 Director of Public Safety	81
19	31XX CIVIL DEFENSE	
20	3115 Office of Emergency Services Manager	54
21	<u>SECTION 5.</u> The salary allocation list for Career Service	
22	classes set forth below is hereby approved and adopted:	
23	00XX CLERICAL, ADMINISTRATIVE AND FISCAL	
24	00XX GENERAL CLERICAL	PAY RANGE NUMBER
25	0001 Office Aide	15*
26	0005 Office Assistant I	17*
27	0006 Office Assistant II	21*
28	0007 Office Assistant III	24*
29	0012 Office Technician I	27*
30	0013 Office Technician II	30*
31	0014 Office Technician III	35*
32	0016 Secretary I	24*
33	0017 Secretary II	30*

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1	0018 Secretary III	35*
2	0030 Office Coordinator	35
3	0031 Office Services Supervisor I	35*
4	0032 Office Services Supervisor II	39*
5	0041 Statistical Assistant	27
6	0051 Abstract Clerk	NR
7	0061 Switchboard Operator I	NR
8	0062 Switchboard Operator II	NR
9	0071 Receptionist	22
10	01XX DATA PROCESSING	
11	0101 Operations Coordinator I	22
12	0102 Operations Coordinator II	26
13	0103 Operations Coordinator III	29
14	0105 Computer Master Scheduler	33
15	0111 Key punch Operator I	22
16	0112 Key punch Operator II	24
17	0113 Key punch Operator III	28
18	0114 Lead Key punch Operator	31
19	0115 Data Input Supervisor	35
20	0117 EDP Librarian	26
21	0121 Computer Operator I	31
22	0122 Computer Operator II	34
23	0123 Computer Operator III	38
24	0125 Computer Shift Supervisor	46
25	0126 Programmer Analyst Trainee	34
26	0127 Programmer Analyst I	44
27	0128 Programmer Analyst II	50
28	0129 Programmer Analyst III	55
29	0132 Computer Technology Specialist	57
30	0135 EDP Project Manager	61
31	0137 Software Support Supervisor	61
32	0138 Operations Quality Control Supervisor	50
33	0139 Computer Operations Manager	58

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1	0141 Systems and Programming Development Manager	67
2	0142 Technology and Operations Manager	67
3	0151 EDP Technical Writer	48
4	0155 Systems Analyst	55
5	0161 EDP Program Coordinator	48
6	02XX STORES, PURCHASING AND PROPERTY MANAGEMENT	
7	0201 Stores Clerk	24*
8	0205 Storekeeper I	NR
9	0211 Buyer I	NR
10	0212 Buyer II	NR
11	0213 Buyer III	52
12	0215 Purchasing Manager	59
13	0220 Real Estate Representative	39
14	0221 Staff Appraiser I	49
15	0222 Staff Appraiser II	54
16	0231 Inventory Control Clerk	23
17	0233 Property-Inventory Supervisor	44
18	0235 Road Use Investigator	42
19	0236 Relocation Agent	44
20	0237 Right-of-Way Agent I	49
21	0238 Right-of-Way Agent II	54
22	0240 Claims Agent	44
23	0241 Insurance Officer	58
24	0243 Franchise Officer	49
25	0245 Title and Escrow Officer	49
26	0248 Property Management Supervisor	54
27	0251 Assistant Manager Property	59
28	03XX ACCOUNTING, FISCAL CONTROL AND FINANCE	
29	0301 Account Clerk I	17*
30	0302 Account Clerk II	24*
31	0303 Account Clerk III	31*
32	0311 Accountant I	42*
33	0312 Accountant II	49*

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1	0316 Administrative Services Officer I	49
2	0317 Administrative Services Officer II	55
3	0318 Administrative Services Officer III	59
4	0319 Chief Accountant	65
5	0320 Comptroller Section Supervisor	55
6	0321 Cashier I	28*
7	0322 Cashier II	35*
8	0325 Tax Collector I	NR
9	0326 Tax Collector II	NR
10	0327 Investment Specialist	49
11	0335 Finance Manager	65
12	0341 Financial Management Analyst	57
13	0350 Budget Analyst Trainee	42
14	0351 Budget Analyst I	47
15	0352 Budget Analyst II	52
16	0353 Budget Analyst III	57
17	0354 Budget Analyst IV	59
18	0361 Site Cashier	NR
19	04XX PROPERTY APPRAISAL	
20	0401 Appraiser Aide	NR
21	0405 Appraiser I	NR
22	0406 Appraiser II	NR
23	0411 Auditor Appraiser I	NR
24	0412 Auditor Appraiser II	NR
25	0421 Forestry Appraiser	NR
26	0431 Assessments Auditor	NR
27	0434 Assessments Audit Section Supervisor	56
28	0435 Assessments Standard Analyst	49
29	0436 Mapping Unit Supervisor	46
30	0437 Statistician	49
31	0441 Appraisal Unit Supervisor	52
32	0443 Special Exemptions Coordinator	52
33	0445 Sales Analysis Unit Supervisor	52

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1	0451 Assessments Section Supervisor	56
2	0461 Assessments Division Manager	63
3	05XX ELECTIONS, DOCUMENTS AND LEGAL	
4	0501 Voting Machine Programmer	NR
5	0503 Assistant Voting Machine Programmer	NR
6	0504 Voting Machine Custodian	NR
7	0505 Torrens Title Clerk	NR
8	0506 Assistant Superintendent-Registrations	50
9	0509 Microfilm Laboratory Coordinator	52
10	0510 Assistant Superintendent-Records & Elections	
	Data Processing	54
11	0511 Assistant Superintendent-Automatic	
	Voting Machine	54
12	0512 Assistant Superintendent-Votomatics	54
13	0513 Assistant Elections Superintendent	54
14	0515 Elections Superintendent	62
15	0521 Superintendent of Records	50
16	0531 Court Clerk I	26
17	0543 Judicial Services Supervisor	41
18	0554 Assistant Director-Judicial Administration	53
19	06XX GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
20	0601 Administrative Aide	31
21	0605 Administrative Assistant I	42*
22	0606 Administrative Assistant II	50*
23	0607 Administrative Assistant III	57
24	0608 Management Analyst I	54
25	0609 Management Analyst II	60
26	0610 Records Supervisor	40
27	0613 Equal Employment Opportunity Officer	50
28	0615 Departmental Personnel Officer I	50
29	0616 Departmental Personnel Officer II	53
30	0619 Federal Emergency Employment Administrator	64
31	0621 Personnel Analyst I	42
32	0622 Personnel Analyst II	54
33	0623 Personnel Analyst III	59

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1	0625 Employee & Labor Relations Manager	66
2	0626 Personnel Services Coordinator	60
3	0631 Vehicle and Marriage License Manager	54
4	0635 Assistant General Services Manager	58
5	0646 Worker's Compensation Coordinator	37
6	0648 Assistant Safety Manager	58
7	0658 Assistant Land Use Planning Manager	65
8	0661 Assistant Airport Manager	58
9	0664 Deputy Public Works Director	73
10	0671 Parks Operations Manager	60
11	0672 Recreation Programs Manager	60
12	0673 Parks Capital Improvement Manager	56
13	0674 Assistant Parks and Recreation Manager	65
14	0699 Business License Manager	54
15	1XXX SOCIAL, HEALTH AND RELATED SERVICES	
16	10XX SOCIAL SERVICES	
17	1007 Youth Program Coordinator I	43
18	1008 Youth Program Coordinator II	50
19	1009 Youth Program Coordinator III	59
20	1011 Youth Counselor	43
21	1013 Youth Program Analyst	47
22	1022 Mental Health Program Analyst	47
23	1023 Social Services Coordinator I	43
24	1024 Social Services Coordinator II	56
25	1031 Veterans Aid Interviewer	NR
26	1035 Veterans Aid Manager	47
27	1041 Probation Counselor I	42
28	1042 Probation Counselor II	48
29	1043 Probation Counselor III	54
30	1045 Probation Program Supervisor	60
31	1047 Volunteer Program Coordinator	50
32	1051 Involuntary Commitment Specialist	53
33	11XX HEALTH SERVICES	

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1	1101 Medical Investigator I	NR
2	1102 Medical Investigator II	NR
3	1107 Medicolegal Evidence Technician	47
4	1108 Autopsy Assistant	NR
5	1109 Pathologist's Assistant	47
6	1111 Alcoholic Treatment Supervisor	NR
7	1115 Program Counselor I	NR
8	1116 Program Counselor II	NR
9	1118 Assistant Alcoholic Treatment Center	
	Manager	55
10	1119 Alcoholic Treatment Center Manager	65
11	1125 Assistant Mental Health and Retardation	
	Manager	61
12	1131 Medic	NR
13	1135 Veterinarian	59
14	1141 Toxicologist	53
15	1148 Emergency Medical Services Training Aide	27
16	1149 Emergency Medical Services Training	
	Coordinator	47
17	1150 Emergency Medical Services Field Opera-	
	tions Coordinator	47
18	12XX RECREATIONAL SERVICES	
19	1201 Pool Operator	NR
20	1203 Pool Operations Supervisor	47
21	1205 Pool Manager	39
22	1210 Recreation Technician	24
23	1211 Recreation Specialist I	33
24	1212 Recreation Specialist II	42
25	1213 Recreator	42
26	1215 Community Recreation Supervisor	46
27	1217 Assistant Recreation Supervisor	46
28	1218 Recreation Supervisor	52
29	13XX EDUCATIONAL SERVICES	
30	1301 Vocational Instructor	46
	14XX	
31	1401 Security Aide	NR
32	1404 Corrections Officer	NR
33	1407 Corrections Officer Supervisor	NR

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1	1415 Social Worker	47
2	1418 Jail Social Services Supervisor	53
3	1425 Work Release Attendant	NR
4	1428 Work Release Field Agent	NR
5	1430 Work Release Intake Counselor	NR
6	1432 Work Release Supervisor	56
7	2XXX ENGINEERING, PLANNING AND INSPECTIONS	
8	20XX ENGINEERING AND RELATED	
9	2011 Engineering Technician I	NR
10	2002 Engineering Technician II	NR
11	2003 Engineering Technician III	NR
12	2011 Drafting Technician I	NR
13	2012 Drafting Technician II	NR
14	2013 Drafting Technician III	NR
15	2031 Civil Engineer I	NR
16	2032 Civil Engineer II	NR
17	2033 Civil Engineer III	NR
18	2034 Civil Engineer IV	66
19	2035 Civil Engineer V	69
20	2047 Land Surveyor I	NR
21	2048 Land Surveyor II	NR
22	2049 Land Surveyor III	61
23	2061 Cartographer	NR
24	2066 Contract Officer I	NR
25	2067 Contract Officer II	NR
26	2068 Contract Officer III	NR
27	2071 Architect I	NR
28	2072 Architect II	NR
29	2073 Architect III	NR
30	2075 Assistant Manager-Architect Division	61
31	2081 Plans Examiner I	NR
32	2082 Plans Examiner II	NR
33	2083 Plans Examiner III	64

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1	2091 Landscape Architect I	NR
2	2092 Landscape Architect II	NR
3	2093 Landscape Architect III	NR
4	21XX PLANNING	
5	2101 Economic Development Specialist	50
6	2105 Planning Assistant	NR
7	2111 Planner I	NR
8	2112 Planner II	NR
9	2113 Planner III	NR
10	2114 Planner IV	61
11	2121 Zoning Technician I	NR
12	2122 Zoning Specialist	NR
13	2125 Zoning Administrator	57
14	2131 Transportation Planner I	NR
15	2132 Transportation Planner II	NR
16	2133 Transportation Planner III	NR
17	2135 Chief Transportation Planner	61
18	2145 Economic Development Planner	61
19	22XX INSPECTIONS	
20	2201 General Inspector I	NR
21	2202 General Inspector II	NR
22	2205 Building Inspection Supervisor	56
23	2207 Housing and Zoning Inspection Supervisor	56
24	2210 Building Permit Technician	NR
25	2211 Building Permit Supervisor	40
26	2221 Fire Prevention Inspector I	NR
27	2222 Fire Prevention Inspector II	56
28	2225 Structural Engineer	NR
29	2231 License Inspector I	NR
30	2232 License Inspector II	NR
31	2241 Solid Waste Inspector	35
32	2251 Animal Control Officer	NR
33	2255 Animal Control Chief	54

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1	3XXX PUBLIC SAFETY AND RELATED	
2	30XX LAW ENFORCEMENT	
3	31XX CIVIL DEFENSE	
4	3103 Emergency Services Coordinator	NR
5	4XXX GRANT FUNDED POSITIONS	
6	4005 Office Assistant I	17
7	4006 Office Assistant II	21
8	4007 Office Assistant III	24
9	4012 Office Technician I	27
10	4013 Office Technician II	30
11	4014 Office Technician III	35
12	4016 Secretary I	24
13	4017 Secretary II	30
14	4105 Admitting Clerk-ATF	25
15	4110 Nursing Assistant-ATF	22
16	4112 Medic-ATF	31
17	4114 Licensed Practical Nurse-ATF	27
17	4116 Registered Nurse-ATF	44
18	4130 Driver-ATF	25
19	4134 Food Handler-ATF	21
20	4612 Human Resource Analyst	54
21	5XXX CUSTODIAL, SECURITY AND PARKING	
22	50XX CUSTODIAL	
23	5002 Custodian	NR
24	5005 Custodial Foreman	34*
25	5011 Emergency Aide	NR
26	5021 Window Washer	NR
27	5023 Groundskeeper	NR
28	5031 Building Services Supervisor	47
29	51XX SECURITY	
30	5101 Security Officer I	NR
31	5102 Security Officer II	46*
32	5111 Airport Security Officer I	NR
33	5112 Airport Security Officer II	NR

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1	5115 Airport Security Chief	50
2	5121 Bridge Tender I	NR
3	5122 Bridge Tender II	NR
4	5131 Park Caretaker	NR
5	52XX PARKING	
6	5211 Aircraft Parking Attendant	NR
7	5213 Aircraft Parking Foreman	NR
8	5221 Vehicle Dispatcher	NR
9	53XX FOOD SERVICES	
10	5311 Cook-Baker	NR
11	5317 Mess Steward	NR
12	5320 Food Service Supervisor	NR
13	6XXX MAINTENANCE, TRADES AND RELATED	
14	60XX GENERAL MAINTENANCE AND SUPERVISION	
15	6001 Utilityman	NR
16	6005 Utility Leadman	NR
17	6007 Airport Maintenance Worker	NR
18	6011 Site Attendant	NR
19	6021 Automotive Serviceman	NR
20	6031 Sign & Marking Installer	NR
21	6041 Truck Driver I	NR
22	6042 Truck Driver II	NR
23	6043 Truck Driver III	NR
24	6046 Equipment Operator I	NR
25	6047 Equipment Operator II	NR
26	6053 Assistant Equipment Supervisor	***
27	6055 Equipment Supervisor	***
28	6057 Assistant Hydraulics Division Foreman	***
29	6058 Hydraulics Division Foreman	***
30	6059 Hydraulics Operations Superintendent	***
31	6062 Assistant Sign & Marking Foreman	***
32	6063 Sign and Marking Foreman	***
33	6064 Landscape Gardener	NR

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1	6065 Park Maintenance Supervisor	54
2	6067 Park Maintenance Superintendent	56
3	6072 Airport Maintenance Superintendent	***
4	6074 Assistant Solid Waste Foreman	***
5	6075 Solid Waste Foreman	***
6	6076 Solid Waste Operations Supervisor	***
7	6085 Construction Foreman	***
8	6086 Construction Supervisor	***
9	6088 Assistant Special Services Superintendent	***
10	6089 Special Services Superintendent	***
11	6095 Assistant Public Works Division Foreman	***
12	6096 Public Works Division Foreman	***
13	6098 Assistant Road Maintenance Superintendent	***
14	6099 Road Maintenance Superintendent	***
15	61XX GENERAL TRADE AND SUPERVISION	
16	6100 Apprentice Carpenter	NR
17	6101 Carpenter	NR
18	6103 Carpenter Foreman	NR
19	6107 Painter	NR
20	6109 Painter Foreman	NR
21	6111 Sign Painter	NR
22	6113 Plant Operator	NR
23	6117 Plumber	NR
24	6119 Plumber Foreman	NR
25	6121 Electrician	NR
26	6123 Electrician Foreman	NR
27	6125 Welder	NR
28	6127 Machinist	NR
29	6131 Apprentice Automotive Machinist	NR
30	6133 Automotive Machinist	NR
31	6135 Automotive Machinist Foreman	NR
32	6137 Automotive Body Repairman	NR
33	6141 Traffic Signal Technician	NR

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1	6143 Traffic Signal Foreman	NR
2	6145 Radio Repairman	NR
3	6147 Electronics Technician	NR
4	6149 Communications Supervisor	56
5	6151 Steamfitter	NR
6	6153 Stationary Engineer	NR
7	6155 Building Maintenance Engineer	NR
8	6157 Assistant Structural Maintenance Super- visor	NR
9	6159 Structural Maintenance Supervisor	53
10	6165 Traffic Operations Supervisor	***
11	62XX GENERAL REPRODUCTION	
12	6203 Blueprint Machine Operator	NR
13	6205 Photostat Operator	21*
14	6211 Duplicating Equipment Operator	33*
15	6212 Offset Pressman	NR
16	6235 Photographer	NR
17	* Wage rates of members of collective bargain- ing units set by negotiated contract.	
18		
19	NR Negotiated Rate	
20	** Department of Public Safety	
21	7402 Captain	\$1766.50/month+longevity
22	7402 Captain-Commander C.I.D. (Criminal Investigation Division)	\$1898.84/month+longevity
23	7401 Major	\$1898.84/month+longevity
24	3041 Chief-Bureau-Police Operations	\$2183.00/month+longevity
25	3043 Chief-Bureau-Staff Services	\$2183.00/month+longevity
26	Non-Commissioned Personnel	
27	7489 Supervisor Criminalist	
28		1722.77 1809.04 1898.84 1994.50
29	7439 Finance and Budget Administrator	
30		1406.10 1475.82 1550.26 1627.07
31	7400 Administrative Assistant	
32		1713.32 1801.50 1889.38 1983.91
33	7499 Administrator Personnel and Training	
34		1513.64 1589.26 1668.42 1752.32

*** Department of Public Works

		<u>Monthly Rate</u>	
		Beginning	After Six Months
6053	Assistant Equipment Supervisor	\$1440.41	\$1505.67
6055	Equipment Supervisor	1739.06	1821.87
6057	Assistant Hydraulics Division Foreman	1440.21	1505.67
6058	Hydraulics Division Foreman	1580.96	1656.24
6059	Hydraulics Operations Superintendent	1912.96	2004.06
6062	Assistant Sign & Marking Foreman	1440.21	1505.67
6063	Sign and Marking Foreman	1580.96	1656.24
6072	Airport Maintenance Superintendent	1440.21	1505.67
6074	Assistant Solid Waste Foreman	1440.21	1505.67
6075	Solid Waste Foreman	1580.96	1656.24
6076	Solid Waste Operations Supervisor	1739.06	1821.87
6085	Construction Foreman	1440.21	1505.67
6086	Construction Supervisor	1580.96	1656.24
6088	Assistant Special Services Superintendent	1739.06	1821.87
6089	Special Services Superintendent	1912.96	2004.06
6095	Assistant Public Works Division Foreman	1440.21	1505.67
6096	Public Works Division Foreman	1580.96	1656.24
6098	Assistant Road Maintenance Superintendent	1739.06	1821.87
6099	Road Maintenance Superintendent	1912.96	2004.06
6165	Traffic Operations Supervisor	1739.06	1821.87

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SECTION 6. The attached schedule entitled "Prosecuting

Attorney's Office Schedule of Pay Ranges in Annual and Monthly Amounts" and the Salary Allocation List for the classifications of the Prosecuting Attorney's Office set forth below is hereby approved and adopted, excepting that the 1975 salary for the Prosecuting Attorney shall be 12% greater than 1974.

7202	Administrative Assistant	37.5
7203	Executive Secretary	23.5
7204	Chief Secretary	22.5
7205	Legal Assistant	17.5

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1	7206 Legal Secretary	15.5
2	7207 General Secretary	13
3	7208 Chief Deputy	40
4	7209 Assistant Chief Deputy I	37.5
5	7210 Assistant Chief Deputy II	37.5
6	7211 Deputy I	34
7	7212 Deputy II	30.5
8	7213 Deputy III	28
9	7214 Corrections Coordinator I	28
10	7215 Corrections Coordinator II	25
11	7216 Interviewer I	25
12	7217 Interviewer II	25
13	7218 Investigator I	27.5
14	7219 Investigator II	26.5
15	7221 Community Relations Coordinator	26.5
16	7075 County Assessor	\$30,563

17 SECTION 7. The 1975 rate of compensation for non-elected
18 employees of the King County District Courts, Superior Court and
19 Juvenile Court not included in collective bargaining agreements
20 shall be twelve percent (12%) greater than their current 1974
21 salary rates, with the exception of those positions listed below:

22 Superior Court
23 Court Reporter (increase 10%) \$1627.08 monthly

24 SECTION 8. Employees occupying positions in the Executive
25 Branch and the Department of Assessments allocated to a classifica-
26 tion assigned a pay range in Sections 4 and 5 of this Ordinance,
27 shall have their salaries increased to the same step in the 1975
28 "Schedule of Pay Ranges" as their salaries were on the "Schedule of
29 Pay Ranges" in effect for 1974.

30 For other employees in the Executive Branch and the De-
31 partment of Assessments, the 1975 rate of compensation, including
32 elected officials, shall be twelve percent (12%) greater than the
33 current 1974 salary rates.

34 SECTION 9. The provisions of this section shall be appli-

1 cable to all positions in the Executive Branch and the Department
2 of Assessments allocated to a classification assigned a pay range
3 in sections 4, 5 and 11 of this Ordinance.

4 A. The schedule of Pay Ranges shall consist of ninety-
5 nine (99) pay ranges, each containing ten (10) steps as
6 approved in Section 2 of this Ordinance.

7 B. Employees may receive within-range increases from one
8 step to the next higher step, upon satisfactory completion
9 of the probationary period and annually thereafter as pro-
10 vided below:

11 (1) Upon completion of the probationary period, an
12 employee's salary shall be advanced to Step 2, if the
13 rate currently paid is Step 1. If the employee's initial
14 salary is at Step 2, it may be advanced to the next higher
15 step, upon completion of six (6) months satisfactory per-
16 formance. An increase beyond Step 2 is permissive, and
17 may be given at the discretion of the appointing author-
18 ity. Such increases must be supported by performance ap-
19 praisal.

20 (2) Annual Step Incentive Increases may be given in
21 the fourth (4th) quarter of each year, and must be sup-
22 ported by performance appraisal.

23 (3) Employees are eligible for a step increase on the
24 basis of performance and current step position, as auth-
25 orized in the attached step-increase guide.

26 3(a). In recognition of above-standard, or excep-
27 tional performance, the appointing authority may grant an
28 annual increase exceeding a single step.

29 3(b). Increases beyond Step 5 must be based upon
30 above-standard performance, and must be supported by
31 performance appraisal.

32 3(c). Increases beyond Step 8 must be based upon
33 outstanding performance, and must be supported by perform-

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1 ance appraisal. Any collective bargaining unit may nego-
2 tiate as a provision of the collective bargaining agree-
3 ment, an incentive pay plan granting pay increases above
4 the negotiated pay rate.

5 3(d). Employees receiving incentive increases whose
6 current salary does not coincide with a step on the Pay
7 Plan shall be advanced to a step on the Plan which shall
8 be the next higher step after such incentive increase.

9 C. An appointing authority may grant to an employee an
10 increase to a salary above the top step of the range, if
11 the following conditions are met:

- 12 a. The employee is not a department director.
- 13 b. The employee must have been at the top step of
- 14 the range for at least two (2) consecutive years.
- 15 c. The employee must have demonstrated continuous,
- 16 outstanding performance, which must be supported by
- 17 performance appraisal.
- 18 d. Written justification must be submitted to the
- 19 Personnel Manager for approval.
- 20 e. Merit increases above the top step may not ex-
- 21 ceed five percent (5%), PROVIDED, that in no case
- 22 shall the resultant annualized salary of an employee
- 23 exceed 95% of his immediate supervisor's annualized
- 24 salary.

25 D. Department Directors shall not be prohibited from in-
26 centive (merit) pay increases, but shall not be included
27 in this Ordinance.

28 E. All within-range increases are subject to the availa-
29 bility of funds. Within-range increases are not automat-
30 ic, but shall be given only upon the affirmative action
31 of the appointing authority.

32 SECTION 10. The Personnel Manager shall have the respon-
33 sibility and authority to reclassify any position to an existing or

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1 new classification, provided that any salary adjustments resulting
2 from said reclassification shall not become effective until such
3 time as the Division of Program Budgets certifies that sufficient
4 funds are available, within the then-existing appropriation of the
5 department within which the position is being reclassified.

6 SECTION 11. The Personnel Manager may abolish, amend or
7 create new classifications, provided the assignment or reassignment
8 of pay range to said classifications shall be subject to the pro-
9 vision of Section 10, herein. Provided, further, any pay-range
10 adjustments for supervisory positions exceeding range sixty (60),
11 or movements of five or more pay ranges for any existing classifi-
12 cation shall be confirmed by motion of the County Council upon
13 recommendation of Operations and Judiciary Committee prior to im-
14 plementation.

15 SECTION 12. Any employee who has a valid Washington State
16 professional civil engineering license, a registered architect's
17 license, or a professional designation of MAI, RM, SRA, SAA, CPM,
18 or SR/WA shall be paid an additional twenty-five dollars per month
19 if such degree or professional license is a requirement of his job
20 assignment. Further, any employee who, as a requirement of his job
21 assignment, is a Certified Public Accountant or possesses a Clini-
22 cal Psychologist license, shall be paid an additional twenty-five
23 dollars per month. Any such payment shall not exceed twenty-five
24 dollars per month.

25 SECTION 13. The administration of the pay provisions set
26 forth herein will be the responsibility of the County Executive.

27 SECTION 14. Pay range assignments shall be subject to
28 confirmation by ordinance by the King County Council at least an-
29 nually.

30 SECTION 15. The King County Council may abolish, amend,
31 or create classificatons, and assign pay ranges to said classifica-
32 tions for legislative branch employees; provided, however, that any
33 resultant salary adjustments shall be contingent upon sufficient

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1 funds available within the Legislative Branch Budget.

2 SECTION 16. The authority of the County Executive to cor-
3 rect clerical errors pursuant to the procedures outlined in Ordin-
4 ance No. 465 shall be, and is hereby extended to include the 1975
5 Budget.

6 SECTION 17. Should any section, sub-section, paragraph,
7 sentence, clause or phrase of this Ordinance be declared unconsi-
8 titutional or invalid for any reason, such decision shall not affect
9 the validity of the remaining portions of this Ordinance.

10 INTRODUCED AND READ for the first time this 6th
11 day of January, 1975.

12 PASSED this 13th day of January, 1975.

14 KING COUNTY COUNCIL
15 KING COUNTY, WASHINGTON

16 Bill Pearson
17 Chairman

18 ATTEST:

19
20 Janet M. Quinn
21 Clerk of the Council of King County

22 APPROVED this 14th day of January, 1975.

23
24 [Signature]
25 KING COUNTY EXECUTIVE
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KING COUNTY COUNCIL

OPERATIONS AND JUDICIARY COMMITTEE

1975 FEB 21

DATE 1-7-75

2277

REFERENCE NUMBER 74-984

AN ORDINANCE relating to the Charter-required Pay Plan and Personnel Policy Ordinance 422, Establishing the King County Standardized Salary Schedule and the 1975 Salary Allocation List for Appointed Classifications, and for Public Safety Civil Service Classification; and, Providing for Incentive Merit Pay Increases, and Repealing Ordinance No. 2179.

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Do Pass as Amended
(Committee Recommendation to Council)
Paul Barden
Paul Barden, Chairman

Ruby Chow, Vice Chairman

Robert B. Dunn

Bob Dunn

Tom Forsythe

Tom Forsythe

Bernie Stern

Bernie Stern
